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MINUTES
 BOARD OF DIRECTORS MEETING
 October 23, 2020
 Virtual Meeting

BOARD MEMBERS PRESENT:

- Sally Goza, MD, FAAP, President
- Lee Beers, MD, FAAP, President-elect
- Kyle Yasuda, MD, FAAP, Immediate Past President
- Mark Del Monte, JD, CEO/Executive Vice President
- Wendy Davis, MD, FAAP, District I Chairperson
- Warren Seigel, MD, FAAP, District II Chairperson and Secretary/Treasurer
- Meg Fisher, MD, FAAP, District III Chairperson
- Michelle Fiscus, MD, FAAP, District IV Chairperson
- Richard H. Tuck, MD, FAAP, District V Chairperson
- Dennis Cooley, MD, FAAP, District VI Chairperson
- Gary Floyd, MD, FAAP, District VII Chairperson
- Martha Middlemist, MD, FAAP, District VIII Chairperson
- Yasuko Fukuda, MD, FAAP, District IX Chairperson
- Lisa Cosgrove, MD, FAAP, District X Chairperson
- Constance Houck, MD, FAAP, At Large Member
- Charles Macias, MD, FAAP, At Large Member
- Joseph Wright, MD, FAAP, At Large Member

GUESTS PRESENT:

- Errol Alden, MD, President, International Pediatric Association
- Marie Adele Davis, Executive Director, Canadian Paediatric Society
- Sherin Devaskar, MD, President, Association of Medical School Pediatric Department Chairs
- David Nichols, MD, CEO/President, American Board of Pediatrics
- Victoria Norwood, MD, Chair, American Board of Pediatrics
- Jessica Peck, DNP, APRN, CPNP-PC, CNE, CNL, FAANP, President, National Association of Pediatric Nurse Practitioners
- Elena Rios, MD, MSPH, FACP, President/CEO National Hispanic Medical Association
- Jennifer Walton, MD, Chair, Pediatric Section, National Medical Association
- Sam Wong, MD, President, Canadian Paediatric Society

AGENDA ITEMS	ISSUES DISCUSSED	ACTION BY WHOM/BY WHEN
	<i>Friday, October 23, 2020</i>	
Call to Order and Introduction of Guests	Dr Goza called the meeting to order at 10:00 am on October 23, 2020	
Statement of Voluntary	The Board of Directors reviewed the Academy's policy on Conflict of	Conflicts were

Disclosure and Member Anti-Harassment Policy	<p>Interest and Voluntary Disclosure. Board members were given an opportunity to disclose any direct or indirect financial interests, or any personal, family, or other relationships that conflict (or could have the appearance of conflicting) with their duties, responsibilities, or exercise of impartial and objective judgment with respect to the meeting's agenda. The anti-harassment policy in the agenda book was referenced.</p>	<p>appropriately disclosed.</p>
Approval of Minutes from the May 2020 Board Meeting	<p>Minutes from the May 2020 Board Meeting were reviewed and approved as written.</p>	<p>MOTION: Made, seconded, and unanimously carried to approve the minutes.</p>
AAP President Report <i>(Sally Goza, MD)</i>	<p>Dr Goza began her report by thanking the Board, staff, partners and member volunteers who have kept the AAP mission alive and the work moving forward so that the Academy can continue to be the voice of science and reason the country has come to rely on. Dr Goza also acknowledged the significant contributions of the three out-going board members; Dr. Kyle Yasuda, Dr. Lisa Cosgrove, and Dr. Richard Tuck. Dr Goza reported that an ever-increasing number of organizations want to work with AAP and look to the Academy to lead on social justice issues. This was apparent at the 2020 virtual National Conference and Exhibition (NCE) where attendees heard from allies in the fight against the pandemic, racial inequities, and injustice. Additionally, Dr. Anthony Fauci, a key figure in the national response to the pandemic noted that the AAP will play a major role in consulting on pediatric vaccine trials and that the National Institutes of Health is looking forward to collaborating in 2021 and beyond.</p>	
AAP CEO/EVP Report <i>(Mark Del Monte, JD)</i>	<p>AAP CEO/Executive Vice President, Mr Mark Del Monte reported that the 2020 virtual National Conference and Exhibition (NCE), which took place October 2-5, 2020, was a tremendous success. 14,366 professionals registered for the meeting which set an attendance record. The meeting also attracted over 3,000 international attendees from over 65 countries outside of the United States. Over 35 live sessions and more than 175 on-demand sessions were offered. Live sessions were recorded, and content will be posted and accessible until January 31, 2021. The meeting highlighted educational content about COVID-19 and racism as themes throughout the meeting, including Peds 21 topic of "Fighting Racism to Advance Child Health Equity: A Call to Action." Fifty section/council programs and courses were offered and the abstract program and virtual poster hall consisted of over 1,000 virtual posters and more than 170 oral presentations. Mr Del Monte noted the upcoming presidential election which is generating considerable enthusiasm among voters. AAP recently published the Blueprint for Children, which focused on how government leaders can support healthy children, secure families, and strong communities and ensure our role as a leading nation for youth.</p>	
Report out from the Audit Committee <i>(Warren Seigel, MD)</i>	<p>Dr Seigel explained that AAP completed a clean audit for fiscal year 2019-20. The financial statements of the Academy were prepared in accordance with accounting principles generally accepted in the United States of America.</p>	

	It was noted that due to the pandemic, costs incurred for meetings and educational programs to be held in subsequent fiscal years were deferred and expensed in the years to for which they will apply.	
Report out from the Finance and Development Committee and Presentation of the FY20-21 Budget <i>(Martha Middlemist, MD)</i>	During the finance and development meeting, attorneys from Schiff Hardin reported on the litigation challenging AAP's property tax exemption. Although the administrative law judge did not rule in AAP's favor, the case will be advanced into DuPage circuit court. Until a final decision, AAP will be paying property taxes to the taxing districts. Although there are considerable variances in multiple areas AAP has a positive margin through the first quarter of the fiscal year. Currently expenses are below budget by \$9.2 million, with the largest variances in travel, consulting, and grants. Travel and consulting expenses are expected to continue to be significantly below budget due to the cancelation of in person meetings. Membership is staying relatively strong as the first large member renewal grace period ended September 30 th . Additional membership growth is anticipated as a recruitment calling campaign, promoting national and chapter membership began in October.	
Report out from the Governance Committee <i>(Sally Goza, MD)</i>	Dr Goza reported that the Governance committee reviewed a number of revisions to the AAP Board Policy and Procedures Manual. Most notable was a significant revision to the AAP Election Rules in the Board Policy Manual. Effective for the 2021 campaign, NNC and staff will coordinate the availability and opportunities for candidates to engage with members and to promote their candidacy, including on AAP.org. AAP will provide additional access to members (Chapter Chats, Virtual Town Halls, etc) in order to limit email, listserv and social media communications by candidates. Reforms are meant to promote equal access to candidate information, improve transparency and to reduce the burden on candidates to reach voters.	
Report out from the Member Value and Engagement Committee <i>(Lisa Cosgrove, MD)</i>	Dr Cosgrove reported that the committee is developing guidelines and criteria to consider membership dues waivers in the event of financial and/or medical hardships. The AAP Pediatric Leadership Initiative will focus on early career leadership training, and the intersection of leadership, equity, diversity and inclusion. It was also noted that wellness resources have been developed and shared with chapter, committee, council, and section leadership.	
American Board of Pediatrics (ABP) <i>(Victoria Norwood, MD and David Nichols, MD)</i>	Dr Norwood reported that in light of the pandemic, a decision to cancel the spring 2020 subspecialty exams was made. ABP developed a waiver process so that no diplomate would lose certification during the pandemic, extended eligibility for certification by one year, and adjusted payment options to provide relief. In June, the ABP Board of Directors released a statement condemning racism and will be addressing equity initiatives throughout the organization.	
Association of Medical School Pediatric Department Chairs	Dr Devaskar reported that AMSPDC is convening a workforce summit with a goal to increase the number of high-quality students who enter training in categorical pediatrics, medicine-pediatric, and combined pediatric	

<p>(AMSPDC) (<i>Sherin Devaskar, MD</i>)</p>	<p>subspecialty training programs, as well as improve recruitment of pediatric residents into pediatric fellowship programs. The AMSPDC equity committee addresses issues impacting physicians underrepresented in medicine and offers scholarships to organizational meetings.</p>	
<p>Canadian Pediatric Society (CPS) (<i>Sam Wong, MD, Marie Adele Davis</i>)</p>	<p>Dr Wong reported that during the pandemic, CPS has published over 30 documents regarding COVID guidance for families and healthcare workers. The next CPS annual meeting will take place in June 2021 and will feature educational content, research, and networking activities. The organization will be focusing upcoming efforts on a COVID-19 vaccine hesitancy program</p>	
<p>National Hispanic Medical Association (NHMA) (<i>Elena Rios, MD, MSPH, FACP</i>)</p>	<p>Dr Rios described the NHMA Black and Asian congressional caucuses that are focused on health equity and other advocacy efforts. Dr Rios also explained the tragic circumstances of children who were separated from family members at the border and who are likely to enter the foster care system. NHMA offers a medical school scholarship programs for “dreamers,” a term that describes children who were brought to the United States by undocumented parents.</p>	
<p>National Medical Association (NMA) (<i>Jennifer Walton, MD</i>)</p>	<p>The NMA annual meeting took place in early August 2020 and featured a talk by AAP President-elect Dr Lee Beers. The annual meeting commemorated an important milestone, the organization’s 125th anniversary. Dr Walton reported that in 2021 the NMA will revisit their organizational strategic plan. AAP has committed to sponsoring the NMA resident and trainee abstract session for scholars.</p>	
<p>International Pediatric Association (IPA) (<i>Errol Alden, MD</i>)</p>	<p>Dr Alden reported that Dr Linda Arnold represents the AAP within the IPA. Both Dr Alden and Dr Janna Patterson, AAP Senior Vice President, Global Child Health will be co-chairing a committee on sickle cell disease. Due to the ongoing pandemic, IPA will not hold its 30th International Pediatric Congress (IPA2021) which was scheduled to be held on 22-26 August 2021 in Glasgow. New dates for the next congress will be announced as soon as the information is available.</p>	
<p>National Association of Pediatric Nurse (NAPNAP) Practitioners (<i>Jessica Peck, DNP, APRN, CPNP-PC, CNE, CNL, FAANP</i>)</p>	<p>NAPNAP represents more than 9,000 pediatric nurse practitioners and pediatric-focused advanced practice registered nurses (APRNs). Ms Peck described the NAPNAP Task Force on Diversity and Inclusion which focuses on equity throughout the organization. NAPNAP has collaborated with AAP on a child trafficking continuing medical education (CME) course that recently launched. Ms Peck also encouraged future collaboration on foster care and compassion fatigue projects.</p>	
<p>Report out from the Equity Committee and Presentation of the Year-One Equity Workplan (<i>Wendy Davis, MD</i>)</p>	<p>Dr Davis reported that the Equity Agenda guides the Academy’s efforts to achieve health equity and actualizes AAP goals to become an equitable, diverse, and inclusive organization. These efforts include promoting a diverse Academy membership, leadership, and pediatric workforce; applying an equity lens to Academy policy, advocacy, and education; and equipping AAP members with the capacity to foster equity in their practices, institutions, and communities. The AAP Equity Agenda sets forth explicit</p>	

	<p>and intentional action to support the Academy's commitment to equity, diversity, and inclusion (EDI) and ensures this action permeates all aspects of the Academy's functioning. The Equity Committee will be recommending that the Board approve a year one equity workplan which focuses on five domains: internal process, leadership, education, clinical practice, and policy and advocacy. The AAP Board of Directors has articulated the goal of advancing racial equity with an emphasis on addressing anti-Black racism in year one.</p>	
<p>Report out from the Policy Committee <i>(Dennis Cooley, MD)</i></p>	<p>Dr Cooley reported that guidance for policy peer-reviewers has been developed, distributed to committee, council and section leadership and is available on Lead@AAP. The committee will be discussing and considering formatting changes to policies that will encourage a more standardized format and ideally make recommendations more accessible to users. The committee continues to discuss a process to determine policy gaps that are aligned with the strategic plan.</p>	
<p>Report out from the Strategic Planning Committee <i>(Rick Tuck, MD)</i></p>	<p>The Strategic Planning Committee debriefed the September 2020 Board Strategic Planning Retreat which took place virtually September 11-13, 2020. The major themes of the retreat were COVID-19 response, organizational visioning, the AAP equity year one workplan, and mental health. The Strategic Plan has also recommended that the Board approve the addition of a 6th Goal on the 5-Year Strategic Plan to specifically address the support and work of committees, councils, and sections.</p>	
<p>Voting on the Consent and Non-Consent Calendars</p>	<p style="text-align: center;"><u>CONSENT CALENDAR</u></p> <ol style="list-style-type: none"> 1. RECOMMENDATION: That the Board of Directors accept the 2019-2020 financial audit. <i>(Board Committee on Audit)</i> 2. RECOMMENDATION: That the Board of Directors approve the revisions to the following policies in the AAP Board Policy and Procedures Manual. <i>(Board Committee on Governance)</i> <ul style="list-style-type: none"> • Roles and Responsibilities of Executive Committee Members of the Board of Directors • Roles and Responsibilities of all Board Members • Election of the Secretary/Treasurer • Governance Committee Charter • Election Rules • Allegation of Campaign Violations 3. RECOMMENDATION: That the Board of Directors approve the 2021 AAP Election Timeline. <i>(Board Committee on Governance)</i> 4. RECOMMENDATION: That the Board of Directors approve the appointment of the District CATCH Facilitators: <i>(Board Committee on Member Value & Engagement)</i> 	<p>MOTION: Made, seconded, and unanimously carried to approve the minutes of the consent calendar.</p>

- Nina Agrawal, MD, FAAP as District II CATCH Facilitator
- Emily Vander Schaaf, MD, MPH, FAAP as District IV CATCH Facilitator

5. **RECOMMENDATION:** That the Board of Directors approve the Equity Agenda Year One Workplan. *(Board Committee on Equity)*

6. **RECOMMENDATION:** That the Board of Directors approve the AAP Strategic Plan- Year 4 Actions Steps for the Board of Directors and Staff for Goals 1-5. *(Board Committee on Strategic Planning)*

7. **RECOMMENDATION:** That the Board of Directors reaffirm the 5-Year Strategic Plan with the addition of a 6th Goal, “Continuously improve AAP member activities in education, advocacy and policy by strengthening the structure and function of committees, councils and sections.” *(Board Committee on Strategic Planning)*

8. **RECOMMENDATION:** That the Board of Directors reaffirm the 5-Year Strategic Plan with the addition of Goal 6 Objectives. *(Board Committee on Strategic Planning)*

- 6.1 Encourage diversity and inclusion of all kinds among committee, council and section members and promote diversity and inclusion in leadership roles within AAP.
- 6.2 Align entities to support optimal collaboration.
- 6.3 Improve the linkage and communication between AAP policymaking entities and the board of directors.
- 6.4 Improve members knowledge of the structure and operations of committee, council, and section opportunities for leadership and engagement.
- 6.5 Optimize committee, council, and section operations and integration with routine evaluation and oversight.

9. **RECOMMENDATION:** That the Board of Directors reaffirm the 5-Year Strategic Plan with an edit to Objective 5.1, “Encourage diversity **and inclusion** of all kinds among chapter members and promote diversity and inclusion in leadership roles within AAP.” *(Board Committee on Strategic Planning)*

NON- CONSENT CALENDAR

1. **RECOMMENDATION:** That the Board of Directors approve the dues waivers for the following individuals. *(Board Committee on Member Value & Engagement)*

- Hijab Chaudhary, MD – 1-year waiver (medical)
- Richard Hack, MD – Permanent dues waiver (medical)
- Diana Lujan, MD – Permanent dues waiver (medical)

	<ul style="list-style-type: none"> • Nicole Shepard, MD – Permanent dues waiver (medical) • Melanie LetoBarone, MD – 1-year dues waiver (financial) • Priscilla Mpasi, MD – 1-year dues waiver (financial) • Suhani Patel, MD – 1-year dues waiver (financial) • Natalie Robiou, MD – 1-year dues waiver (financial) <p><i>Fiscal Note: Fellow Annual Dues: \$680</i></p>	
<p>The meeting was adjourned at 2:00 PM CT.</p>		<p>Signature: DeeDee Cada, MA, Senior Advisor to the CEO/EVP</p>